



## FAMILY INDEPENDENCE AGENCY VISION AND VALUES HONOREE'S

February 2005



**ELIZABETH SECKINGER**  
Ingham County FIA

- ◆ Prioritizes her clients; is always friendly and prompt.
- ◆ Pleasant; energetic; informative; willing to help customers.
- ◆ Teamwork - never too busy to help customers or fellow workers.
- ◆ Total responsibility; affection; respect to co-workers and customers.
- ◆ Positive - exceptional customer service; always goes above and beyond; always keeps her commitments; high standards.



**DERLE BARNES**  
Western Wayne CFS District

- ◆ Respectful of others; demonstrates integrity in completing job tasks; embraces the value of inclusion.
- ◆ Being consistent, fair and across the board; dealing with negativity with professionalism.
- ◆ He is an excellent manager and motivates.
- ◆ He was new D.M. but came to our district with a new attitude to all that "change is good" and always strives for improvement.
- ◆ Treats people fairly; excellent leadership skills; excellent role model.



**TRACI LEE-BROWN**  
Western Wayne CFS District

- ◆ She honest, supportive, committed and focused.
- ◆ Provides leadership role; proactive supervisor; knowledgeable.
- ◆ Open door policy; good communication and flexibility.
- ◆ She effectively translates the FIA's mission and purpose; is an authority on FIA policy.
- ◆ All-around good example of integrity and excellence.



**ROGER CHRIST**  
Wayne Co.  
North Central CFS District

- ◆ Treats people fairly; strives to do personal best; seeks input from those impacted by decisions made; works together to solve problems.
- ◆ Teamwork; fairness.
- ◆ Was my first supervisor; always very inclusive; although firm, he always treats others with dignity and respect; I model his behavior for my job.
- ◆ Always seeks to improve the Agency's child welfare program & values input from employees.
- ◆ He shares information as he gets it. He explains why things are happening. He tries to hold his staff to the same standards he adheres to.
- ◆ Listens to what you have to say; promotes teamwork.
- ◆ Treats people fairly; seeks solutions to problems and ways to improve work environment; lists attentively; trusts employees; encourages staff.



## FAMILY INDEPENDENCE AGENCY VISION AND VALUES HONOREE'S

February 2005



**MIKE SCIESZKA**  
BAFM

- ◆ Include staff in decision making; walk the talk consistently; apply the highest standards to excellent work.
- ◆ Tactful but truthful; great knowledge; encourages and develops team spirit; coach, care and exhibit both.
- ◆ Solicits and respects staff input; does what he says he will do.
- ◆ Attended OCRS meeting and shown effort was put into announcements to staff; helped me feel included in FIA/State issues.
- ◆ Personifies integrity; very respectful and does excellent work.
- ◆ Knowledgeable; honest; has been very quick to learn his new duties; supportive of staff.
- ◆ Cares about each one of us - genuinely.
- ◆ Doesn't bow to outside influences - listens to staff and includes them in the process.



**DONALD MUSSEN**  
Wayne County Greydale Dist.

- ◆ Treats people fairly, seeks soln's to problems, and tries to improve the work environment; listens to internal & external customers.
- ◆ Honesty.
- ◆ Promotes teamwork, expects you to do your best and will assist you to the fullest extent.
- ◆ In his every day work process.
- ◆ Works as hard or harder than staff; He supports administration without being "cheerleader"; respects others advice; works on ways to improve.



**TAMELA  
RUSCH-DAGUANO**  
Western Wayne CFS District

- ◆ Does what she says she will do; is a team player; does the best she can on a daily basis.
- ◆ Knowledgeable and helpful.
- ◆ Provides leadership role; proactive supervisor; knowledgeable.
- ◆ Excellence - always helpful; Teamwork - knowledgeable, shares experiences; Integrity - open door policy.
- ◆ Knows policy; always willing to help and act as a source person; always treats others with respect.



**DEBRA SCHNEIDER**  
Ingham County FIA

- ◆ Honest, strives to do her best; knowledgeable and kind.
- ◆ Willing to support co-workers in their jobs; explains why things are done; truly cares for her co-workers.
- ◆ Friendly; kind; caring; hard worker.
- ◆ She holds our department together; she works hard and does awesome work; she takes up slack from other employees and stays positive.
- ◆ She is a great example of motivating her co-workers by including them and expecting hard work from them while giving her best to FIA.



## FAMILY INDEPENDENCE AGENCY VISION AND VALUES HONOREE'S

February 2005



**JOAN ROULEAU**

Proj. Financing and Planning

- ◆ She communicates clearly, honestly and openly. She honestly invites feedback and makes every effort to make changes to support her staff.
- ◆ Seeks input from staff; shares knowledge; recognizes effort; trusts staff.
- ◆ Patient; organized; listens.
- ◆ Does what she says and says what she will do.



**CLARENCE WILLIS JR.**

Wayne Co. Central  
Operations CFS

- ◆ Consistently involved and makes staff feel valued; exemplifies true excellence and goes "above and beyond" the job .
- ◆ Integrity through modeling; teamwork through inclusion, involvement; Excellence through accuracy.
- ◆ Fairness; integrity; excellence.
- ◆ Has always exemplified integrity, inclusion and excellence in all of his State service time while climbing the career ladder.
- ◆ As a District Manager, was a great administrator but was concerned about the workers in his District and the clients.



**RANDY RAUCH**

Genesee County  
Childrens District

- ◆ Children's best interest taken into consideration in case decisions.
- ◆ Overall good supervisor with knowledge and people skills.
- ◆ Treats employees with respect, fairness.
- ◆ Honest and supportive.
- ◆ Looks out for his employees and stands by State/FIA values.
- ◆ Willing to listen and ask for input; express concern.